

Six-year Hwy program due for OTC action

Approval of a revised Six-Year Highway Improvement Program is expected at the March 25 meeting of the Oregon Transportation Commission.

The decision will wrap up a public process that began last fall with 21 meetings held throughout the state. About 2,000 citizens attended the meetings. Most persons testifying cited support for specific projects on state highways in or near their communities.

More than a dozen delegations continued to press for specific projects at the Transportation Commission's Feb. 19 meeting. It was the last public discussion prior to the March 25 decision.

The Six-Year Highway Improvement Program is revised and extended every two years.

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Snow removal costs \$105,000

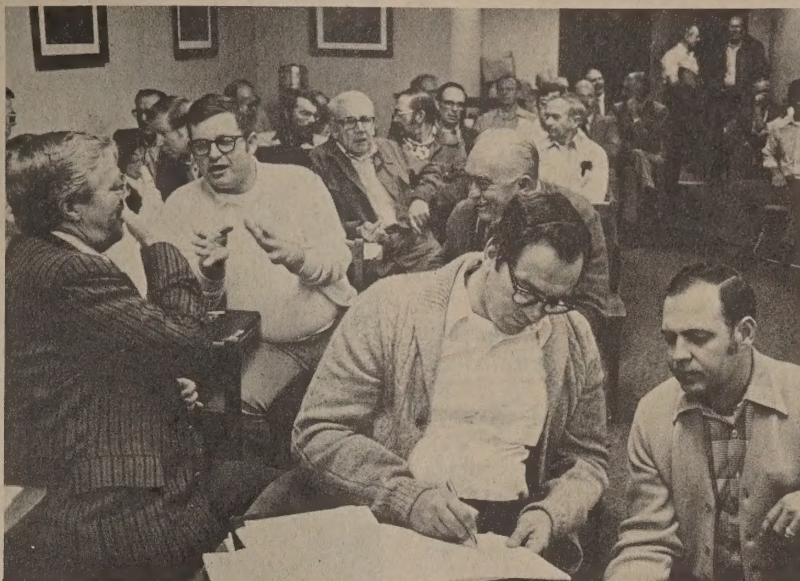
"Operation snowmarch" from Jan. 7 to 15 in the Columbia Gorge cost the department \$105,000, said State Highway Engineer Scott Coulter.

This figure includes snow removal from Cascade Locks to The Dalles, where portions of I-80N were closed for four days. An additional \$92,000 went toward snow removal on the Clatskanie, Banfield, North Portland and Milwaukie highway sections.

The figures include labor, equipment and materials costs, according to John Sheldrake, maintenance operations engineer. Some per diem costs are included, he said, but total expenses charged to the department are difficult to determine because of the accounting system and the different prefixes (charge numbers) used.

Mike Stovall, Region 1 maintenance engineer, said that as a result of the snowstorms, training in heavy snow removal should be increased. Region 1 was fortunate because snowfall was normal elsewhere in Oregon, and crews could be spared for the Columbia Gorge. "We may not be as fortunate next time," he said.

The division estimates that about three million cubic yards, or one million tons of snow were moved during the operation.



Region, district and resident engineers from throughout Oregon gathered in the Salem conference room for a "state of the union" message from Highway Engineer Scott Coulter early last month. Engineers discussed the coming construction season, the revenue outlook, and a host of other issues, including labor relations and the personnel system. In the foreground is Region 4 Engineer, Dale Allen, with Wayne Cobine (right); Pat Schwartz, Region 5 engineer, left, talks to Dave Jones, assistant district engineer, Eugene. Behind Allen is Bud Shirley, Region 3 engineer.

One down, two to go on valley train needs

Amtrak has assured ODOT that it can provide the equipment—an engine, two passenger cars and a dinette—requested for the Willamette Valley Rail Project, according to Jack Graham, project director.

Two hurdles now remain if the twice-daily additional Amtrak service between Eugene and Portland is to begin operation by its April 27 target date:

—Southern Pacific must agree to let Amtrak put the two new runs on its track; and

—Cost-saving labor agreements must be negotiated with three unions representing the five-person crew on the train.

SP President Ben Biaggini is scheduled to meet with Gov. Vic Atiyeh in Salem on March 10 to discuss the Amtrak proposal.

Informal discussions have begun with the unions, Graham said.

\$155 million for construction in 1980

As spring approaches, the Highway Division is preparing for a major construction and rehabilitation season involving \$155 million in contracts through 1980.

About \$72 million is earmarked for completion of the East Portland freeway (I-205), which has top priority. Other major projects are scattered throughout the state.

Last year at this time, the division was faced with serious road deterioration due to unusual

freezing and thawing, heavy rains and flooding.

The 1979 Legislature, sensitive to severe road break-ups and rising public concern over road conditions in general, increased State funds for rehabilitation by about \$56 million, making a total of \$110 million for the current biennium. Money was not limited to resurfacing, but could be used for bridge replacements, traffic signals and channelization projects.

About half of the money was

spent or allocated for jobs during the past construction season. The division had 139 projects under contract at an estimated \$375 million (including federal match) by the end of 1979.

Larry Rulien, executive assistant to Scott Coulter, state highway engineer, said he was confident the remainder would be spent before the end of this biennium.

'Bid letting season' begins

At its Feb. 19 meeting, the Transportation Commission approved seeking bids for three rehabilitation projects in Central and Eastern Oregon: the Fremont Junction-Hacket Drive Section of The Dalles-California highway, seven miles of resurfacing at about \$2.5 million; the Bully Creek Road-Ritter Junction Section of the Pendleton-John Day Highway, 10.7 miles of resurfacing and widening at about \$2.4 million; and the Ritter Junction-Long Creek Section of the Pendleton-John Day Highway, 13.5 miles of resurfacing at a cost of about \$2.2 million.

More details on the condition of the state highway system following this winter's freeze-thaw cycle will be included in the next issue of VIA. Early reports, however, indicate deterioration is less severe than last year's.

The only weight limit so far has been placed on the Madras-Prineville Highway. Bob Schroeder, assistant state highway engineer for maintenance, said severe damage could still occur this month.

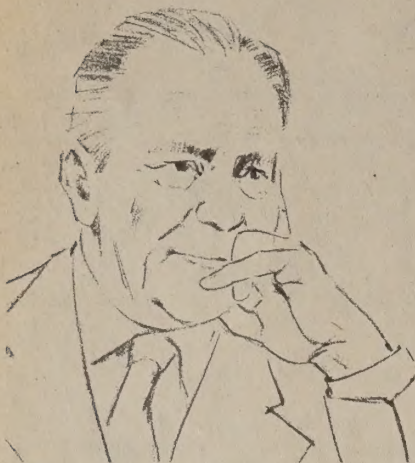
Because of mild weather in some parts of the state, crews have already started sweeping sand used during ice storms.



Shoveling debris ahead of the broom truck is Tim Thomas, Portland. Crews are sweeping sand used during winter's ice storms, as the Highway Division gets ready for the construction season. See story above.

Director's Corner

FRED KLABOE



Measure No. 1 will be voted on at the primary election on May 20. As you know, this measure (originally called SJR 7) will dedicate highway user revenues to the maintenance, repair and construction of highways. To put it another way, it does not permit policing of highways, parks, recreation, tourism and other items to be financed from gas tax, license fees, and weight mile truck taxes.

Weighmasters who enforce truck laws, such as weight, to protect the public and our highway surfaces, will continue to be funded from user revenues. A fuller report on how Measure 1 would affect us is on page five.

The past Legislature, after carefully reviewing the condition of our highways and analyzing our ability to finance the needed repairs and construction, concluded that drastic steps were needed if we were to reverse the deterioration that was occurring. As a

result, they budgeted State Police, the portion of the Parks budget not covered by recreational vehicle and camping fees, tourism, Marine Board and several other agencies into the General Fund and out of the Highway Fund.

Most of you have seen the beginning results of this action. Almost all of the money generated by this action has and will be used to rehabilitate worn out pavements and bridges. We still have a lot more to do if we are to get our highway system back to a condition tolerable to Oregonians; nevertheless a start has been made.

Gas tax increase

There will also be a two-cent gasoline tax increase (with commensurate weight-mile tax increase) on the November ballot. If both measures pass, we, as well as counties and cities who share in the tax increase, will even be able to address some of the very pressing congestion problems we see in most of our cities.

Inflation 19 percent

Inflation in the highway business on a national level was 19 percent for the calendar year 1979. Our gas tax receipts are down 4.9 percent or \$2,530,000, for the six-month period between July 1 and Dec. 31.

Fred Klaboe

I-205 bridge progress on schedule

Work on the Glenn L. Jackson (I-205) Bridge across the Columbia River is progressing on schedule, according to Al Harwood, projects engineer. It appears that the late 1982 completion date for the structure will be met.

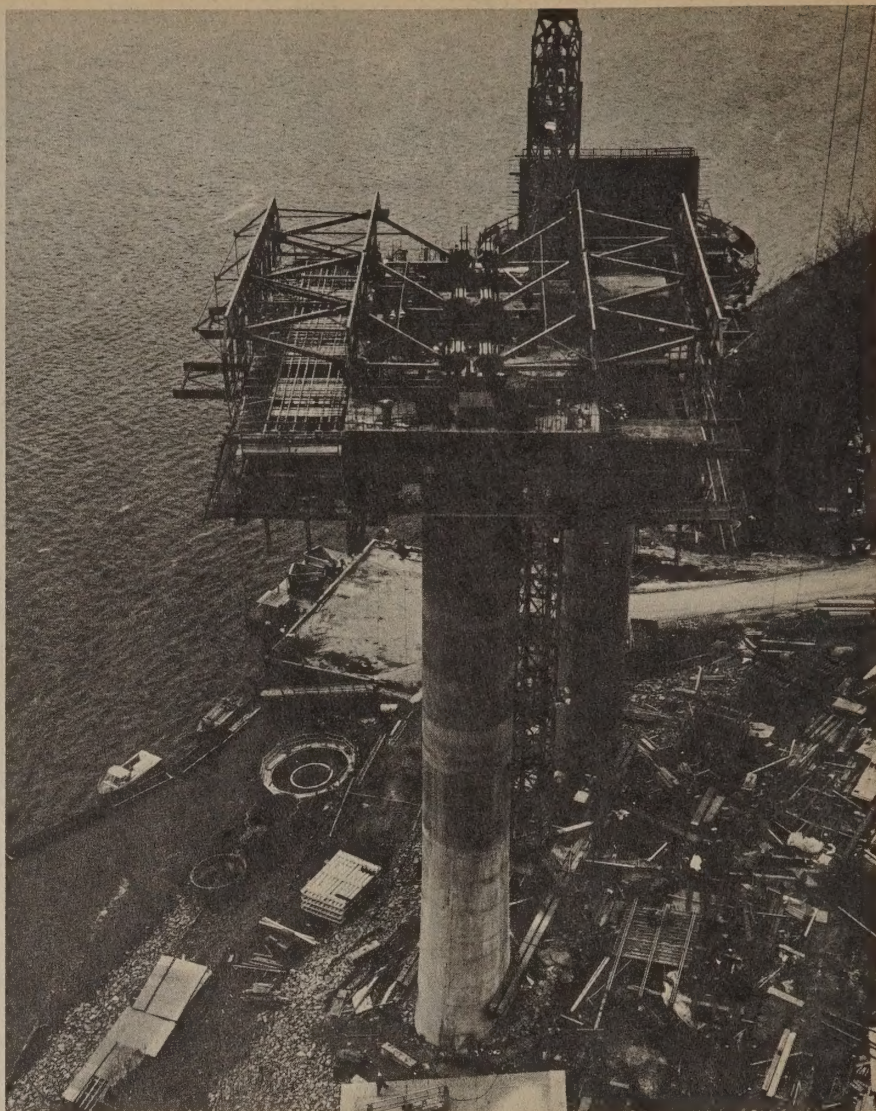
Construction of pier bases for the north channel structure has been completed by Willamette Western Corp., of Portland, he said. Topping out of piers by the superstructure contractor, a joint venture of S. J. Groves, Minneapolis, and Guy F. Atkinson, San Francisco, is on schedule.

Harwood said as the piers are completed, work on the concrete girder superstructure will proceed by building out from the piers, using balanced cantilever construction. Using this method of construction, no temporary supports are required, however, the loads on each side of each pier cannot be out of balance by more than one 12-foot segment of the box girder at any one time.

The cantilevers from each pier will be joined by a closure pour at mid-span. Segments for the main 600-foot span, and the two adjacent spans, are being cast in place. Segments for the remaining spans, which are being precast several miles downstream, will be barged to the site and jacked into place.

Concrete was poured on Feb. 20 for the first of over 200 cast in place segments. Pouring of the 500-plus precast segments started in January, Harwood said.

The overall project, estimated to cost \$175 million, includes two pairs of twin structures, separated by a 1,200-foot embankment



Towering 160 feet atop the first pier on the Washington shore is the base of the I-205 bridge superstructure. Called the pier cap, this is the starting point for segmental construction—cantilevering spans will be poured in 12-foot sections, first one side of the base, then the other. About two will be poured each week. Men and equipment, barely visible on the base, are dwarfed by the giant structure.

Bend crew tops in safety record

Highway Division employees under District Engineer Bob Lammert, Bend, completed 1979 with no personal injuries, according to David White, Region 4 safety officer.

With about 70 employees, this represents about 140,000 man-hours. "As a matter of fact, the district recorded only one personal injury in 1978," White said. "the last time-loss injury occurred in 1977."

Last year, Region 4 was the Highway Division's safety leader with a total of 50 personal injury claims. The 1973-78 average is 61 claims a year, according to White.

Do you like it?



ODOT's logo has been revised.

The forward-leaning "T" is now encircled, making the design more adaptable to a variety of uses in forms and pamphlets. The revision was made by the ODOT Graphics Unit . . . let us know how you like it.

Letters to the Editor

Our guys aren't that scruffy

To the Editor:

It has been several months since anyone has written to assail the

Thanks, well done

To the Editor:

The Port Commission wishes to extend its appreciation to Mike Stovall and Highway Division employees who performed so admirably in the January snow emergency. We wish to particularly compliment Jerome Nolin and his crew for their performance and help to the community.

The potential threat of removing the maintenance station from Cascade Locks periodically occurs. We hope last winter's snow problem will end plans to move the station.

In fact, we hope additional manpower and equipment would be made available to handle the conditions on I-80N near Cascade Locks.

Ronald L. Rombalski
Port of Cascade Locks

"Oh Dottie" drawing in our paper. It is long overdue.

If Mr. Priem must portray males in such a scruffy manner may I suggest that he put them in outdated double knit leisure suits and place them in an office environment. Preferably the Salem D.O.T. building.

I feel that a great many employees in the field are tired of being the "Butt" of these redundant drawings. At a time when everyone is supposed to be pulling together, these representations of field highway personnel do nothing to raise morale or establish a rapport between all factions of the Department of Transportation.

I hope someone is laughing in Salem, because not many down here are.

Stan Hobbs
Lesley Smith
E. Strawn
Ruth Wooley
Mike Anhorn
Charles Tucker
Tom Pierce
James Dickerson

Re-exams: a sensitive DMV issue

The following is part of a series describing the different sections and units of ODOT.

Imagine Al Capp's Mammy Yokum winding up her arm, ready to punch out an examiner who just flunked her on her fifth drive test. The front of her old clunker is bashed in and a nearby stop sign bent to the ground.

"I'll show ya some defensive drivin' sonny!" she might retort as the examiner ducks her hefty swing.

Cartoon-like humor often pervades the image we have of the "older driver." Every DMV field office has its own tales to share about senior citizens asked to come in for license re-exams...

Like the 87-year old woman who flunked the test 10 times and complained to the governor; the man whose car was battered on one side because his garage was "a little narrow on that side"; the man who ran three stop signs in the first 10 blocks of his test—while accompanied by the judge to whom he complained about being flunked in previous tests; and the woman who pulled behind a parked car to wait at a stop light.

We chuckle at these stories. But

the reality deep inside the "folklore" is anything but funny.

Think of it—a driver's license is often the first piece of independence we own. For the elderly, it is often the last, and giving it up is like finally giving in to "being old" and relying on others in a society so dependent on cars.

"Many are already dependent on relatives, doctors and pensions," says Bob Morris, who deals with the pathos of the situation each day as head of the five-member DMV and Re-examination Unit. "They desperately want to hold on to the last shred of freedom they own—driving."

There are 2,500 requests for re-exams each year. Half the people don't come in. Half of those who do, fail. But with the right preparation, many more could leave DMV offices with that freedom still intact, according to Morris.

About half the unit's cases result from medically-required re-exams. Drivers with special health conditions, such as diabetes, or physical handicaps, are required by the Public Health Office to register with the DMV and take periodic re-exams.

They often face the same fear of

losing licenses as do older drivers, so Morris and field personnel work with them in keeping their skills, or in finding other transportation means.

Recently, the unit took over the Habitual Offender Program, formerly with the Driver Improvement Section. They issue probationary licenses to drivers whose licenses have been revoked for having either three major convictions, or 20 convictions of any kind, in five years.

Helping older drivers maintain driving skills—and preparing them for the time they will ultimately lose them—is one of the biggest education needs facing the DMV.

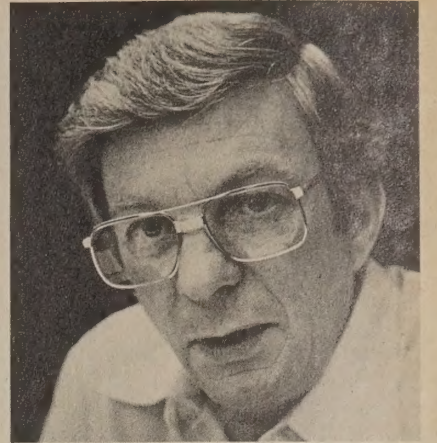
"We're not doing enough, and it's a problem everyone will face sooner or later. Senior drivers have increased about four percent in recent years," he says. "And what to people do when they retire? They take more trips."

Morris advocates voluntary re-testing. "Some people come in once a year to see where they stand," he says. "When you know your problems, such as slower reactions, you can learn to compensate for them."

He also plans to visit more senior citizen groups to explain the purpose of the medical and re-exam program. "Some think we unfairly single them out for tests," Morris says, "when in fact, we rely only on requests by others."

Drivers are not selected at random for re-exams. Reasons vary, but written requests usually come from police officers, the State Public Health Office, judges, doctors or family members. Re-exam requests often result from car accidents or traffic violations.

Motor vehicle representatives (MVR) 2s and above give drive



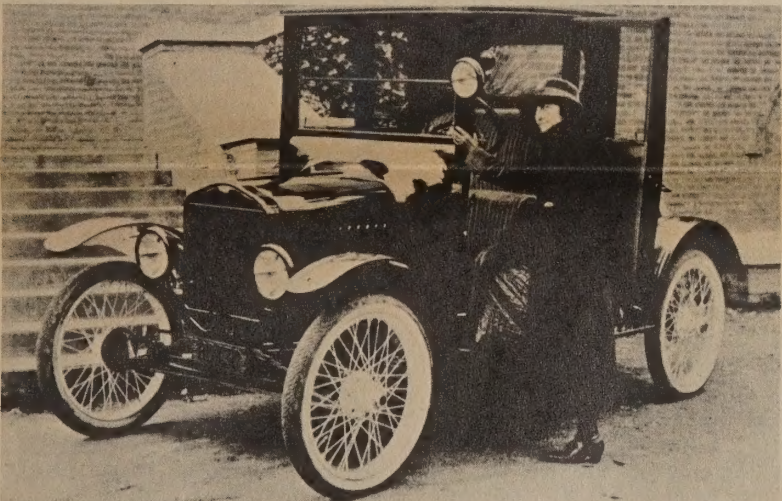
Morris: "A driver's license is the last shred of freedom they have."

tests. Up to three can be taken, each with a different examiner to eliminate possible bias. The written test can be taken five times. Morris started giving exams in 1964.

"My job is easier when they pass," he says with a smile. "Telling an older driver they failed is one of the hardest things I do. It requires compassion. Many have been driving longer than I've been alive and they just aren't prepared, or willing to face the fact their skills are deteriorating."

He is quick to point out, however, that most drivers are very gracious, whether they pass or fail. One man, writing to Morris about his re-exam in The Dalles, said "too often our paid civil servants get criticized, but these people should be commended for their courtesy."

Drivers who lose their license are counseled about public transportation programs, such as senior dial-a-ride services. The Unit and field personnel keep abreast of new bus systems through ODOT's Public Transit Division.



Many older drivers remember only the good old days of driving. When asked to come in for a re-exam, they're often unprepared, having taken their first and only exam decades ago. One DMV unit address the situation, see story above.

Words are computerized

Computers have taken over ODOT's word processing services.

Under Administrative Services headed by Carl Nelson, almost all composition for construction con-

tracts and other written materials has been converted from the magnetic tape IBM typewriter system to a computer system (AM Jacquard Systems), complete with seven terminals.

"We can produce written copy more than twice as fast as we could on the old system," Nelson said. "During 1979 we produced two million lines of copy at an average cost of \$3.44 per page."

The unit has been in the conversion process for several months, but the computer's capabilities for a wider variety of jobs were just recently expanded.

This issue of VIA, for example, was typeset by computer, in case readers notice the change in style. The new Construction Manual was also typeset on the system.

The computer enables more projects to be done in-house, rather than through the State Printing Division. "We are capable of saving \$100,000 a biennium by doing jobs ourselves," Nelson said.

Smoking policy story wrong

A story in last month's VIA regarding the smoking policy contained some errors.

Contrary to the story, smoking will be permitted in hallways, but not in stairwells. Smoking is also prohibited in all elevators, lavatories, in the main reception areas on the first floor and in the first and third floor women's lounges.

Violations of the policy are subject to disciplinary action. The steps, in order, include warning, written reprimand, suspension, and termination.

OH, DOTTIE!

Roy Priem



Moving up the ranks

The following employees received promotions recently.

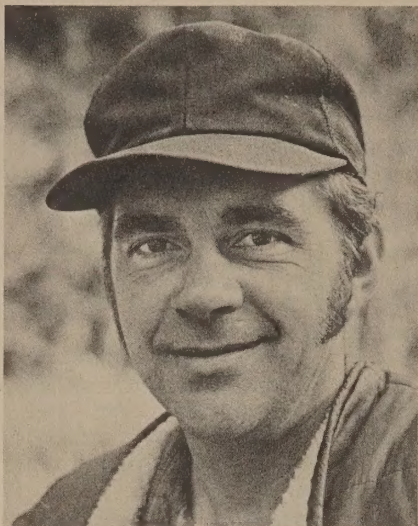
CONGRATULATIONS!

Michael R. Barber, PARKS, manager A, Susan Creek, to manager B, Wallowa Lake State Park.
Willard W. Bradshaw, HWY, highway engineer 2 to 3, Salem.
Craig Calaba, HWY, highway maintenance worker 2 to 3, Salem.
Charles L. Church, HWY, HMW 2 to 3, Lake of the Woods.
Robert R. Dahlgren, HWY, HMW 2, The Dalles, to HMW 3, Maupin.
Dale Deatherage, HWY, engineering aide, to engineering tech 1, Portland.
William E. Edmonson, HWY, EA to ET 1, Portland.



Dianne Madden, DMV Admin. Assist.

Michael R. Hewitt, PARKS, foreman 1, Umpqua Lighthouse, to foreman 2 Cape Lookout State Park.
Harold Iverson, HWY, HMW 3 to 4, Corvallis.
William H. James, Jr., HWY, HMW 3, Eugene, to HMS 1, North Bend.
Ruby E. Jensen, ADMIN, senior programmer to programmer analyst, Salem.
Cornell D. Kao, HWY, HMW 2 to 3, Eugene.
Raymond A. Kronser, HWY, weighmaster to senior weighmaster, Salem.
Robert W. Kuenzli, HWY, equipment superintendent 1, to highway equipment superintendent, Salem.
Loren Lynch, HWY, ET 1 to 2, Eugene.
Norman Mann, HWY, HE 4 to 5, Salem.
Denis C. Miller, HWY, HE 1 to 2, Salem.
Charles R. Morse, HWY HMW 3 to 4, Coquille.
Elizabeth M. Mulcahy, TRANSIT, clerical specialist to administrative assistant 3, Salem.
Buryl L. Nelson, HWY, ET 1 to 2, Salem.
Norris Pendergrass, HWY, senior weighmaster to weighmaster supervisor, Eugene.
Thomas A. Penner, HWY, HE 1, LaGrande, to HE 2, Pendleton.
Tracy Pierce, HWY, HMW 2 to 3, Coquille.
Milton W. Rodgers, PARKS, ranger 1 to 2, Bullards Beach State Park.
Charles L. Shattuck, METRO, HE 2 to 3, Portland.
Mark Thomas, HWY, HMW 2 to 3, Portland.
John W. Wear, PARKS, ranger



Harold Iverson, HWY HMW 4

1, Farewell Bend, to ranger 2, Sawyer State Park.
John W. White, HWY, HMS 1, LaGrande, to HMS B, Juntura.
Bradley E. Wilder, HWY, HMW 3, to HMS B, Salem.
Charles Williamson, ADMIN, administrative assistant 2, to program executive 1, Salem.
William D. Woosley, HWY, HMW 2 to 3, Warm Springs Junction.

DMV PROMOTIONS:

Carla Ehelebe, clerical assistant to specialist, Fuels Tax Branch, Portland.
John Ghormley, motor vehicle representative 2, Gladstone, to MVR 3, Salem.
Dianne Madden, secretary to administrative assistant, Accident Fund, Salem.
Gene Murty, MVR 2, East Portland, to MVR 3, Heppner.
Effie Smith, MVR 1, Pendleton, to administrative assistant 1, Umatilla.
Jack Taylor, AA 2 to 3, Salem.
Jim Tuttle, MVR 1 to 2, Corvallis.
Rashelle Turner, clerical assistant to specialist, Salem.

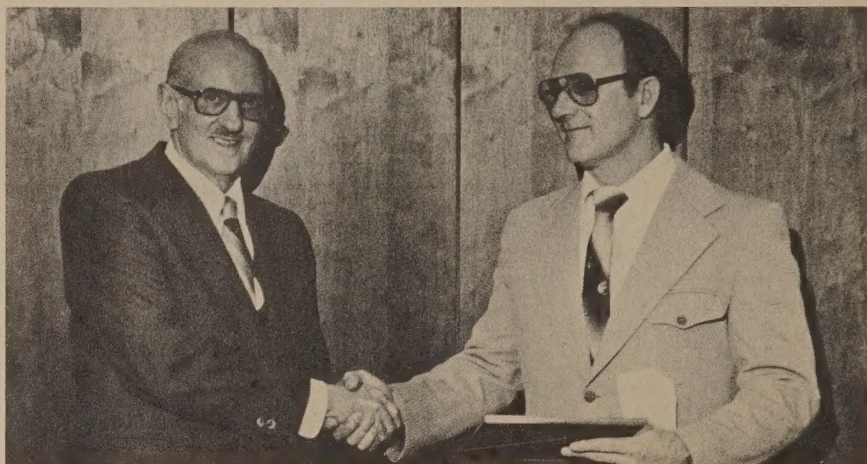


Ray Kronser, HWY Senior weighmaster

Inloes receives plaque for civil rights gains

Gareld Inloes came to the Feb. 19 Transportation Commission meeting expecting to answer questions about the Highway Division's new guide for minority contractors. Receiving a handshake and award at the head of the room from Commission Chairman Anthony Yturri was not on his agenda, however. Inloes, manager of the Equal Employment Opportunity (EEO) and Labor Compliance Unit, received a surprise award for his efforts in increasing minority business participation in highway construction. He was lauded particularly

and how to become qualified contractors. "We published a minority business guide prepared by Touche Ross Company (Portland), but it had only been out a few weeks before the bid opening," Inloes said. "So we relied on personally educating minorities to get them involved." The manual, "Business Guide for Heavy Highway Contractors," has been distributed to all minority businesses registered with the Highway Division. Federal law requires that con-



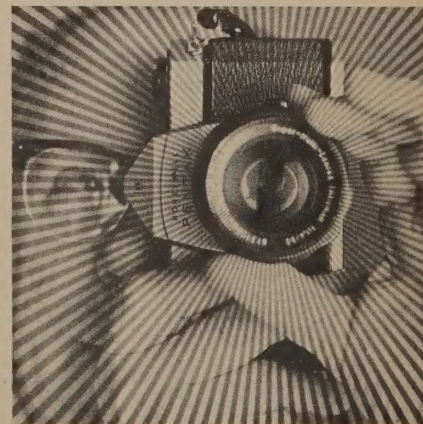
Inloes, right, receives award from Commission Chairman Yturri.

for a project involving a section of the Pacific Highway in Northeast Portland, a predominantly black area. The award, sponsored by the Federal Highway Administration, cited Inloes for his progress in "attaining civil rights goals in highway programs and projects." The Portland Project (N.E. Columbia Blvd.-N.E. Weidler St.) will involve almost 20 percent minorities as contractors and suppliers. Inloes worked closely with minority businesses for several weeks, setting up public meetings to discuss EEO practices, and giving guidance on bidding procedures

tractors in federal-aid highway projects comply with EEO practices. For instance, a prime contractor on a highway project is required to contact at least one potential minority subcontractor, Inloes said. "A proposed FHWA regulation will mandate more specific goals in gaining minority involvement," he said. "This will affect us within the next few months." Inloes, a 23-year ODOT employee, began his career as a rear chairman in Hermiston. He worked as a resident engineer before becoming EEO and Labor Compliance Unit manager two-and-a-half years ago.

Photogs want business

The ODOT photo lab, understaffed for the past few months, is now up to full strength and looking for work, according to Glenn Wagan, lab supervisor. A new photographer, Gary Russell, is assisting Wagan and Jerry Robertson for 90 days. He is a 1978 graduate of the Brookes Institute of Photography at Santa Barbara, Calif. A full-time photographer will be hired when Gene Kinney retires due to ill health on March 31. "We are able to resume our normal work load to meet the department's needs," Wagan said.



Photographer Glenn Wagan

Deferred comp: a way to save money?

A total of 385 Salem ODOT employees attended informational sessions Feb. 11 on the state's new deferred compensation program. Nancy Crandall of the Executive Department showed a slide presentation and answered questions about the tax sheltered retirement supplement. She said about 10 percent of those attending indicated

a desire to participate by signing up for interviews with one or more of the contracting investment firms designated to handle the program. A deferred compensation program was originally authorized by the 1977 Legislature, but it ran into problems with the Internal Revenue Service. A federal law clearing

the way was passed in late 1978, and the state has been gearing up for the initial enrollment period ever since, said Crandall. Crandall said she feels "really good about the initial reaction to the program." She stressed that participation is open to all classifications and salary levels of permanent state employees.

Budgets prepared at reduced level

ODOT managers are currently pondering whether they'd rather go into the 1981-83 biennium minus an arm or a leg.

Throughout the department, preparation of a Reduced Level Budget (RLB) has begun. And for the first time, the Highway Division must develop an RLB, along with the

other divisions.

To arrive at an RLB, managers must start with their base budget for 1979-81, add 20 percent for salary increases and inflation, then subtract 15 percent—cutting the budget back to an 85 percent level.

But before managers get to that point, each has to review his entire operation, unit by unit, and rank his activities in priority order, giving first preferences to those functions that are mandated by law.

Lower priority functions not included in the RLB may be put in "decision packages," and the packages are also ranked in priority for possible restoration.

Division administrators will then evaluate all the decision packages in their division and decide which ones to delete and what priority order the surviving ones should be placed in.

Following that, Director Fred Klaboe, with the concurrence of the Transportation Commission, will rank all of the department's decision packages in priority order.

Then the ODOT budget goes to the Executive Department for a final review before it is incorporated into the Governor's budget and presented to the 1981 Legislature.

Gas tax revenue continues skid

ODOT's gas tax revenue continues to decline, according to the Finance Branch. The trend is expected to last through January, 1980.

From July through December 1979, gross transportation revenue* fell short of forecasts by 0.8 percent, or \$901,000. While there were offsetting pluses and minuses in other revenues, gas tax and motor vehicle licenses and registrations were the major contributors to the decline.

Park user fees continue to decline, also. From July through September, these fees fell short by 17 percent. By the end of December, the shortfall was 18.1 percent. Gross recreational vehicle registration revenue declined by 13.6 percent.

*Revenue includes gas tax, weight-mile tax, license and registration fees, RV and Park fees, Astoria Bridge tolls, and other miscellaneous revenues, not including federal and local cooperative funds.

Highway and park crews earn awards

Several crews earned SAIF Achievement or ODOT Excellence Awards for working continuous man-hours without time-loss injuries. In order of crew number, they include:

Crew 011-01, Portland Material Unit; 100,000 man-hours; Donald E. Wackerbarth, supervisor.

Crew 101-01, Salem Service Station Crew; nine years; Wayne Johnson, supervisor.

Crew 105-01, Bend Shop Crew; 150,000 man-hours; Roy Landis, supervisor.

Crew 134-05, Reedsport Maintenance Crew; 52,531 man-hours; Elmer Washington, supervisor.

Crew 142-08, Bend Section Crew; 100,000 man-hours; Don Eppers, supervisor.

Crew 151-37, Ontario Landscape Crew; nine years; Lowell B. Shelton, supervisor.

Crew 151-40, Ontario Sign Crew; nine years; John Dix, supervisor.

Crew 152-03, Pendleton Maintenance Crew; 50,000 man-hours; Joseph E. Smith, supervisor.

Crew 152-37, Pendleton Landscape Crew; 100,000 man-hours; Robert A. Lee, supervisor.

Crew 153-40, LaGrande Sign Crew; nine years; Harold Dowdy, supervisor.

Crew 450-00, Region 5 Park Headquarters office; nine years; Owen G. Lucas, supervisor.

Voters to decide on Hwy measure

On May 20, Oregonians will vote on a constitutional amendment which, if approved, will restrict the uses to which highway fund revenue can be allocated. Measure I redefines the relationships between highways, parks, police and travel information in Oregon. The ties have been long and historic.

The state park system began, for example, when the Highway Department was authorized to acquire wayside rest areas in 1921. Highway Department truck inspectors became the first deputized state police in 1924. A travel information section was added to the Highway Department in 1935 to promote tourism and boost gas tax revenues.

The ties were so close, that when a dedicated highway fund was established by constitutional amendment in 1942, it permitted financing of parks, police and publicity, as well as road construction and maintenance.

After World War II, booming auto and truck use nourished a highway fund capable of financing development of many parks, an expanding state police force, a growing variety of informational, recrea-

Crew 450-02, Emigrant Springs Park; 100,000 man-hours; Leroy Swartout, supervisor.

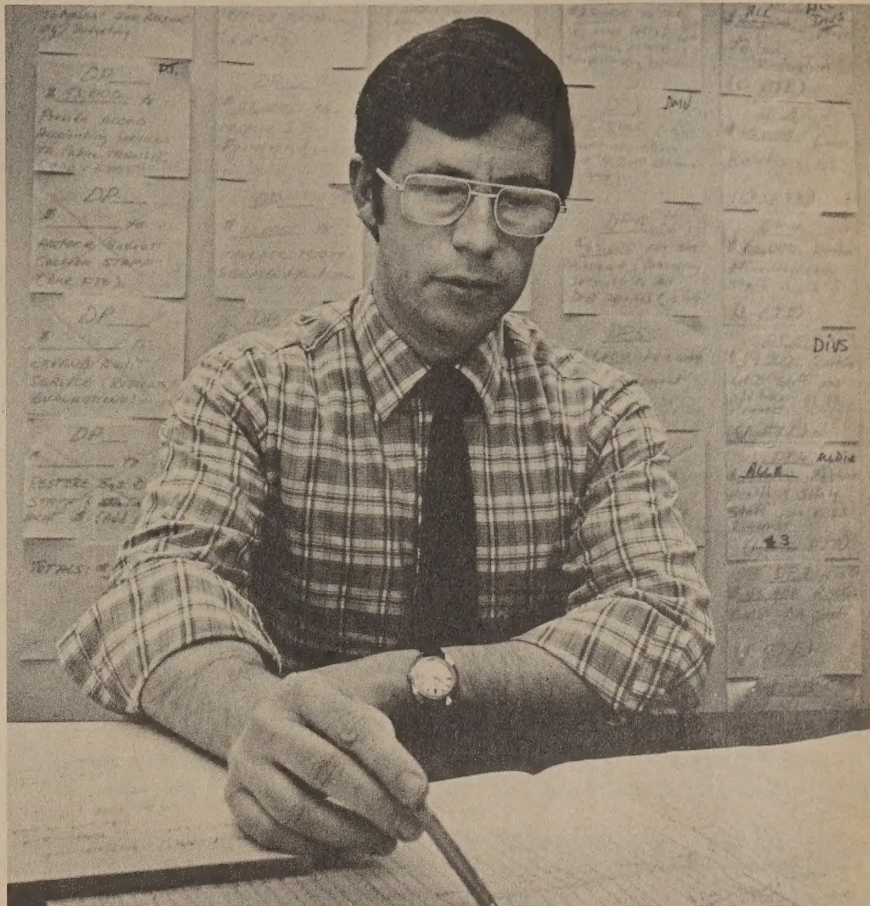
Crew 450-03, Wallowa Lake Park; 100,000 man-hours; Dean Muilenburg, supervisor.

Crew 450-04, Hat Rock Park; six years; Robert Franklin, supervisor.

Crew 450-05, Farewell Bend Park; nine years; Audie Jolliff, supervisor.

Crew 450-06, Catherine Creek Park; 100,000 man-hours; Lavel Pfel, supervisor.

Crew 450-07, Clyde Holliday Park; three years; Cliff Berg, supervisor.



ODOT's administrative head, Fred Miller, has been helping to coordinate central budgeting functions. Charts have added a "wallpapering" effect to the office.

tional and historical programs, as well as an extensive road building effort.

But by the late 1960s, the cost of living index began catching up with highway fund purchasing power. The highway fund was especially hard hit by the 1973-74 oil embargo. Gas tax revenue actually dropped 5 percent during 1974, while road construction costs jumped 37 percent that same year.

Faced with a declining Highway

Fund and rapidly deteriorating state highway system, succeeding sessions of the Oregon Legislature transferred various non-highway items to the state general fund. The process was completed during the 1979 session with the complete removal of State Police and State Parks.

MEASURE I guarantees continuation of the current legislative practice restricting highway funds to highway construction and maintenance.

Answers to often-asked questions about Measure 1

MEASURE I on the May 20, 1980, primary election ballot is a constitutional amendment referred to the voters by joint resolution (SJ7) of the 1979 session of the Oregon Legislature.

Restricts funds

MEASURE I restricts revenue collected from state gas taxes, driver and vehicle registration fees to the construction, maintenance and operation of public highways, roads, streets, and roadside rest areas in Oregon.

Parks use RV fees

MEASURE I permits use of revenue collected from recreational vehicle fees for the acquisition, development and maintenance of parks or recreation areas.

MEASURE I permits use of revenue from commercial vehicle weight/mile taxes for the inspection and enforcement of truck weight, size and equipment regulations.

If approved by a majority of voters, the provisions of MEASURE I will take effect approximately one month after the May 20 election.

The provisions of a Constitutional Amendment apply to all levels of government within the State of Oregon.



Jerry Robertson is VIA's inquiring photographer. He selects his own subjects. VIA's editors frame the question of the month. Answers are edited only for length.

CANDID COMMENTS

Where could improvements be made in ODOT's affirmative action efforts?



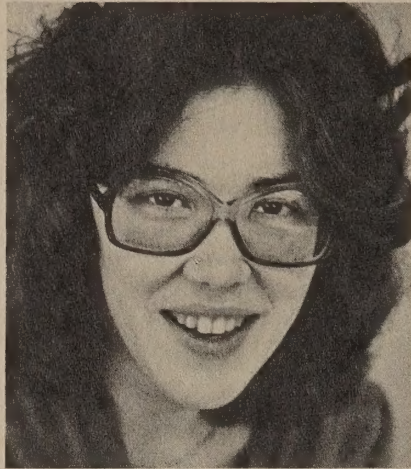
PAM ELMORE, METRO
Secretary, Portland

Follow through on positions filled by minorities, including women in non-traditional jobs. This would involve helping employees plan career paths. Secondly, it would provide measurable results to gage success of job placements. These results would provide a good opportunity for redesigning or enhancing affirmative action practices or policies.



KERRY DAYTON, HWY
Assistant DE, Salem

We are doing fine in our efforts. However, we shouldn't neglect providing opportunities for everyone to perform better in all aspects of their job classes, as well as allow them training experience for future advancement. Affirmative action should be for all employees.



JUDY BAILEY, ADMIN
Clerical assistant, Salem

There should be more written material to keep employees up to date on programs. I've noticed a good start in this direction, but we need more communication—without all the bureaucratic terminology that usually comes with it.



ANN HUSHAGEN, HWY
ET 1, Portland

If all department heads and supervisors conscientiously followed the policy guidelines of the EEO internal affirmative action plan, the situation would improve. It would also be helpful to form groups where minorities and women could air common problems, where solutions could be reached and then presented to those people who have the power and willingness to implement the solutions.



FRAN WEAVER, HWY
AA 1, Salem

Affirmative action in ODOT seemed non-existing in the past. Now, I hear more and more about programs and upward mobility. Continue to be more visible and keep us informed.



KERWYN TALLY, HWY
HE 1, Coquille

We had a girl on our survey crew—she moved, but we really wanted to keep her, so I know we would like to give others a chance. The problem is in finding them. ODOT should do more recruiting in high schools, especially for engineering aide positions.



BOB WOOD, HWY
HMS 2, Sweet Home

To begin with, the rules and regulations are too rigid. In our area, we have little turn-over, therefore few chances for women—or anyone—to be hired, so I'd have trouble meeting certain goals. I'll give anyone a fair shake on the job—male or female.



PHYLLIS FOCHT, DMV
Management analyst, Salem

During my 15 years here, I've noticed a tremendous increase in women in higher management. I think the DMV has been doing an excellent job. Although I support the idea of equal pay for equal jobs, affirmative action shouldn't be stretched to the point where other employees are left out.

SANDY OLDS, HWY
ET 1, Salem

Informing ODOT employees including those in outlying areas of current services and opportunities available to them is one major improvement that needs to be made. Of six women I questioned on this topic, three were not even aware we have an affirmative action program, two were vaguely aware due to the engineering aide job rotation announcement, and only one had a reasonable idea of the program's function.



MARY MILLER, HWY
Land title examiner, Salem

Emphasis should be placed on encouraging men to take lower paid positions such as clerical. These jobs are monopolized by women, "willing" to work more for less and to tolerate the frustration of being encouraged to move up a career ladder with few rungs. Men should not be denied this privilege. This would, consequently, leave higher level openings for women.

For AA goals:

Personnel report shows how vacancies are filled

How many women were hired or promoted last year into non-clerical jobs? Were any minorities hired as engineers? How did ODOT fill most of its vacancies—through open competition, transfers, or agency promotions?

These questions will be answered in a survey being done by Zoe Wilson of the Personnel Section. The personnel technician is compiling a report on how all 1979 vacancies were filled, and by whom. The report will be released later this month.

"The distribution of employees in most job classes we've looked at so far isn't representative of Oregon's workforce," said Wilson, whose report will help the Affirmative Action Section target efforts in recruiting women and minorities in order to meet federal and state AA goals.

The State Employment Division, through its Standard Metropolitan Statistical Analysis, gathers information showing the ratios of men, women and minorities in all

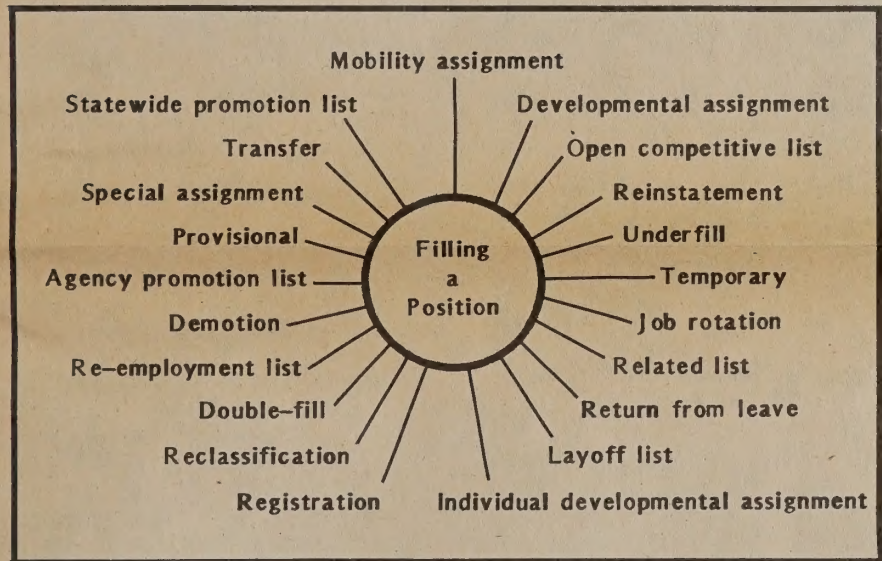
state job classifications in the state workforce.

Wilson, 29, replaced Personnel Technician Chet Kiersey (deceased) in January. She receives all job certification requests and works with Kay Turner, Affirmative Action Section manager, in establishing resources and working with supervisors in recruiting minorities and women.

According to Wilson, ODOT needs stronger recruitment efforts for women and minorities in engineering and technical jobs, highway maintenance, parks, as well as in some fiscal and administrative areas.

Turner and Wilson are also working with supervisors and managers to increase awareness of the variety of options available in filling vacancies. A diagram (see below) showing 21 options was distributed throughout ODOT earlier.

Details of each option will be included in a guide soon to be published through the AA Section and distributed to supervisors.



Minorities seek job rotation

As part of ODOT's Affirmative Action Program, 15 women and minority employees have applied for job rotation assignments in six engineering aide positions. Selections will be made this month.

The jobs, two each in regions 1, 2 and 3, were opened to all permanent full-time women and minority employees in salary ranges 14 and below. Applicants were from highway maintenance worker 1 and 2, laborer, park ranger 1, clerical assistant, clerical specialist, secretary and administrative assistant 1 classifications.

Job rotation is one of the options available when supervisors fill positions, according to Kay Turner, manager of ODOT's Affirmative Action Section. It enables employees to gain work experience to qualify for certain job classes.

Employees on these assignments retain the rights and benefits of their permanent positions. They remain on the payroll; retain their permanent classifications; continue salary rates and are eligible to receive merit increases; receive the same consideration for promotion as if they had remained in their permanent

positions.

Employees return to their permanent jobs at the end of the assignments, which will last up to 18 months. Upon successful completion, they will be eligible to take the engineering technician (ET) 1 exam, in order to compete for permanent ET 1 jobs.

Resident engineers—one each from regions 1, 2 and 3—are on the selection panel. Scott Coulter, state highway engineer, will make the final job rotation decision, expected some time this month.

Employees with questions on job rotation can call the Affirmative Action Section, 378-6572.

Gov. to hear ODOT issues

Gov. Vic Atiyeh has reserved 15 hours on his March calendar for a give-and-take discussion with ODOT administrators about the issues and problems they anticipate in the years ahead.

The sessions will be held on five different days this month, with three hours reserved for each meeting.

Major topic areas will include: planning, energy, tourism, aero-



Truck safety inspection is explained by Sgt. Dick Carr of the Washington State Patrol during a training session for weighmasters and state police. Next to Carr is Wes Gronemyer, PUC inspector. Facing the camera from L to R are Fred Clemo, Ray Kronser, and Del Anderson, highway weighmasters, and Leonard Hatteberg, highway equipment shop supervisor.

Weighmasters gain training on truck safety inspection

Three members of the Washington State Patrol (WSP) conducted a training class in Salem recently for Highway Division Weighmasters and State Police on truck safety inspecting.

In Washington, this is a responsibility of the WSP through its Weight Inspection Unit. In Oregon it is currently handled by the PUC. But, it may soon be a responsibility of ODOT weighmasters.

The training consisted of classroom instruction, and on-site truck inspections at the Woodburn Weigh Station.

The State Senate Task Force on Regulation of the Motor Carrier Industry has requested the State Police, PUC, and ODOT to review Oregon's motor carrier inspection program to determine whether inspections and enforcement should be coordinated among the three agencies. An accelerated inspection program has been requested prior to the 1981 legislative session.

The issue of vehicle safety is of major concern to the task force. Current inspections show that a large percentage of trucks and trailers traveling in Oregon have faulty and unsafe equipment.

A one-day inspection last month by two PUC inspectors at the Roseburg weigh station, for exam-

ple, resulted in 19 of 32 trucks inspected being cited and put out of service. Truck safety inspections in Oregon are handled entirely by six PUC inspectors.

"We have many things to work out, but it is possible that we will have a trial program in operation sometime in April," said Bob Hamilton, director of permits.



In new uniforms are weighmasters Shirley Gardadee and Ernest Filley.

A 'new look' is added

It appears that highway weigh stations are swarming with county sheriff officers these days.

Not so. They are the newly-uniformed Highway Division weighmasters.

Starting this month, all weighmasters will be in new uniforms furnished by the division. (They closely resemble the uniforms currently being worn by the county law enforcement officers.)

Each weighmaster receives four shirts, three pair of pants, one light windbreaker, one heavy jacket with double liner, and is responsible for their upkeep.

Weighmasters have had official badges for several years, but never uniforms. "This new look should help beef-up our enforcement program," said Frank Chalupsky, chief weighmaster.

navics, motor vehicles, public transit, highways, Metro, parks and financing.

The governor's top staff will sit in with him during the presentations and participate in the discussion.

The meetings are part of an ongoing program by the governor to talk informally with state government executives about the future of their agencies.

On the job with Chuck Williamson



Producing slide shows is one of Williamson's favorite jobs.

By Shannon Priem

An Eastern Oregon farm boy who started as a park aide in 1965 now teaches highway employees everything from potholes patching to stress management and theories of motivation.

Chuck Williamson, most comfortable in his faded jeans and cowboy boots, is ODOT's training and education coordinator. Recently promoted from Region 2 training coordinator, the friendly 37-year-old works out of the Office of Employee Development (QED) in Salem under Dick Rumbolz.

Williamson says he wouldn't trade his job for anything. Nor does he have plans for bigger and better jobs. "I love what I do," he says simply. "I feel like I'm really helping people, giving them opportunities I never had in the field." With a grin, he adds, "Besides, I love to talk and meet people. I know just about every highway and park supervisor in the state."

Landing in the training office five years ago was a stroke of "dumb luck," he says. "It was an accident, literally."

After leaving Wallowa Lake State Park, Williamson worked eight years on Agronomist Joe Hay's erosion control crew. He transferred to a summer striping crew and plowed snow during winters at the Santiam Pass.

He injured his back while trying to catch a bag of sand dropped by

another maintenance worker, ending up in a back brace for three years.

"L. B. Day, OED manager at that time, needed help in the office arranging classes," Williamson says. "It sounded fun—I had also used up my sick leave and hadn't worked for three months."

Williamson took night classes in communication, psychology and management. Soon he was hooked, and began developing and teaching in-house courses, a major one being Supervisory Development Phases I and II for all highway and park supervisors.

He drew from his own experience in road construction and maintenance to produce dozens of practical "nuts and bolts" courses, such as break and clutch adjustment and snow plowing courses.

"I enjoy working with the guys. I feel like I'm still one of them. I don't try to impress anyone with fancy presentations," he says, adding with a wide grin, "I don't know many big words to use, besides."

More 'dumb luck'

Williamson served in the Army before working for ODOT. He had no ordinary assignment, which could explain his satisfaction in staying right where he is. . . being a member of the White House communications staff and the President's "flunky" provided all the excitement the farmer from Joseph, OR., wanted.

Joining the army at age 17, in 1959 Williamson was selected out of 500 applicants for the "special service" job he knew nothing about until he actually landed in Washington D.C. "They checked me out completely, even visited relatives in England," Williamson says, "and an FBI agent spent a week fishing with my dad."

Williamson considered the four-year duty "fascinating but terrifying." Part of the President's traveling crew, he set up switchboards and phones wherever he traveled. "The President always had to be within three seconds of a phone," Williamson recalls.

White House staff, taught him how to drive, found him an apartment and bought all his clothes. He set up dinner arrangements, traveling schedules and other "odd" jobs—like flying back and forth to Bermuda for a week, delivering newspapers to Kennedy

president."

Williamson's last day in the service, ironically, was Nov. 22, 1963. His last task was to install the phone system for the President that morning in Dallas, Texas, shortly before Kennedy was assassinated.

Williamson had grown tired of the White House "rat race", and just wanted to return to the Wallowa mountains where he grew up.

As training and education coordinator, Williamson recruits both outside trainers and internal experts to plan courses for employees. Employees have helped him develop slide presentations, and even taught subjects, such as bridge inspection and mechanics.

One of Williamson's challenges, he says, is to make supervisors sensitive to the training needs of their employees. "Training hasn't been around very long, and some aren't even aware of our office," he says. "When employees are learning new skills, there's more job fulfillment. And they're happy, the supervisor's job is easier." "We also need to get supervisors thinking more about supervising. Many of our guys are technical, and tend to want to do the work themselves."

Although Williamson concentrates on in-house courses, the OED also offers a tuition reimbursement program for college and other courses.

"Lately a lot of employees have taken advantage of this, and we may be running out of the funds well before the end of the biennium," he says.

Williamson has produced about 35 slide presentations for training courses. He takes his own photos and writes the scripts. He's currently working on a catalogue to be offered to supervisors listing all self-contained training programs available on a "check-out" basis to field crews.

The future of ODOT training will include more audio-visual programs, he says, because they can be offered without teachers, thus cutting costs for the department.

Williamson is married. He and his wife, Dianne, live in Salem with their two daughters, ages two and four.



"I love what I do."

while he was on vacation. "I made sure he got at least five different papers a day," Williamson says.

He worked during Eisenhower's last three months in office. "Ike was a general all the way," Williamson says. "All the top level people were very demanding. But I really liked JFK. I remember one time when all the lines were busy and I was alone. He wanted a call put through, but said he wouldn't bother me until I was free—that's unusual for a

Retirees let us know what's happening

Merle E. Griffin, 17551 S.E. River Road, Milwaukie, OR 97222 Retired 1973.

Shortly after retirement in La Grande, Merle and his wife, Ruth, took off for the north country, attending their daughter's wedding in Alberta, Canada.

From there they traveled the Alcan Highway through the Yukon, and Alaska. The former La Grande right of way agent says the trip was great, but they really missed the nice Oregon roads and roadside facilities. Since then they have added Mexico, Colombia, and Ecuador to their travels.

Their health has been good. Merle still makes his annual deer and elk hunting trip to Eastern Oregon, but is getting a little behind in his fishing, which he plans to remedy soon. He rock-

hounds for agates and petrified wood, and for variety he converts used glass containers into "hot-caps" for garden seedlings. And, he adds a P.S.—"Sure enjoy VIA, keep up the good work."

Traveling cramped

John H. Walker, 3603 Pioneer Dr. S.E., Salem, 97302. Retired 1976.

John says he hasn't even had time to buy a retiree rockin' chair, let alone find time to use one.

He and wife Lucille are usually "on the go" somewhere between Salem, keeping up the house, traveling to the coast, salmon fishing and Boardman, helping a friend sub-divide land into one-acre "farmettes."

"The price of gas has put a

crimp into our travels, except for the trips around Oregon," he says.

Still pickin'

Pete Carstensen, 1094 Garlock St., Salem 97302. Retired 1978.

Although retired about a year,

Pete and his wife have put a good many miles on a new economy car catching up on their travels.

He says he hasn't retired completely—still plays banjo occasionally with the ODOT "Trans-toters."

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